



Herbert Lacy (b) (6)@usna.edu>

Fwd: Discriminatory Texts

2 messages

(b) (6)@usna.edu>
 To: Herbert Lacy (b) (6)@usna.edu>
 Cc: (b) (6) (b) (6)@usna.edu>

Thu, Apr 21, 2022 at 9:33 AM

Good Morning Sir,
 FYSA Below is the email Dept Dant sent out with regards to the text LT (b) (6) received from an unknown no.
 V/R
 Senior

----- Forwarded message -----

From: (b) (6) <(b) (6)@usna.edu>
 Date: Thu, Apr 21, 2022 at 9:25 AM
 Subject: Fwd: Discriminatory Texts
 To: James McDonough <(b) (6)@usna.edu>, (b) (6) usna.edu, (b) (6) usna.edu, (b) (6) usna.edu>

All,

The email below was just sent to 2022 and 2023 via BCC.

V/r,
 CAPT (b) (6) USN
 Deputy Commandant of Midshipmen
 (C) (b) (6)
 (W) 410-293-(b) (6)

----- Forwarded message -----

From: (b) (6) usna.edu>
 Date: Thu, Apr 21, 2022 at 9:24 AM
 Subject: Discriminatory Texts
 To: (b) (6) usna.edu>

Team,

Last week a member of our staff received a disheartening and unacceptable text message from an anonymous number. The text was discriminatory harassment.

We are in the process of identifying the offender. As you know, the Brigade and USNA family do not tolerate this kind of behavior.

Everyone is entitled to be treated with dignity and respect, and to work in an environment free of harassment and discrimination.

I am counting on you to help stamp out, call out, or report all unacceptable conduct and behavior so together we can stay focused on our mission.

For reference, I have added what Harassment and Discriminatory Harassment look like so you can identify and report this behavior to appropriate leadership for a better climate.

Harassment. Behavior that is unwelcome or offensive to a reasonable person, whether oral, written or physical that creates an intimidating, hostile or offensive environment. offensive jokes, epithets or name-calling, ridicule or mockery, insults or put-downs, displays of offensive objects or imagery, non-verbal gestures, stereotyping, intimidating acts, veiled threats of violence, threatening or provoking remarks, racial or other slurs, derogatory remarks about a person's accent or

displays of racially offensive symbol. Harassment can occur through electronic communications, including social media; other forms of communication and in person.

Discriminatory Harassment. Unwelcome conduct based on race, color, religion, sex (including pregnancy), gender identity, national origin or sexual orientation. Discriminatory harassment occurs when the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile or abusive. Discriminatory harassment can be conducted through the use of electronic devices or communications and by other means including social media, as well as in person.

Thank you for your attention to this matter.

V/r,
CAPT (b) (6) USN
Deputy Commandant of Midshipmen

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Very Respectfully
MCCS(SW/AW/IW) (b) (6)
Office of Diversity, Inclusion and Equal Opportunity (ODIEO)
Command Climate Specialist
United States Naval Academy
410 293 (b) (6)

Herbert Lacy (b) (6)@usna.edu>
To: (b) (6) (b) (6)@usna.edu>

Thu, Apr 21, 2022 at 9:48 AM

Thank you!

V/r,
Herb

CAPT "Hollywood" Herb Lacy, USN
Chief Diversity Officer
Men's Basketball Officer Representative
United States Naval Academy
O: 410-293 (b) (6)
M: (b) (6)
(b) (6)@usna.edu

[Quoted text hidden]